FAMILY AND MEDICAL LEAVE ACT

A. In accordance with the Family and Medical Leave Act, the Board of Education will provide up to twelve (12) weeks of unpaid leave to all eligible staff during the fiscal year for one or more of the following reasons:

1. The birth of a child and/or care of a newborn within one (1) year of the child’s birth
2. The adoption and/or foster care for the child within one (1) year of the placement
3. The care of a spouse, dependent child, or parent if such individual has a serious health condition
4. A serious health condition of the staff member which disables the employee from performing the functions of his or her position
5. Special qualifying events for service members

B. The superintendent will develop administrative guidelines consistent with the Family Medical Leave Act to provide guidance to staff that need to utilize this time.

LEGAL CITATIONS: Family Medical Leave Act (P.L. 103-3)

POLICY

Adopted: February 15, 1994
Amended: August 17, 2004
April 8, 2014